

Department of Public Health
and Human Services

Section:
WORK REGISTRATION

FOOD STAMP PROGRAM

Subject:
Good Cause

Supersedes: FS 703-1 (10/01/02)

References: 7 CFR 273.7, Food Stamp Act Section 6 (D)(2)

GENERAL RULE -- Circumstances may exist which hinder the individual in fulfilling an eligibility requirement or providing verification. These circumstances must be fully explained and verified. The OPA Case Manager will evaluate these circumstances and determine if good cause exists prior to taking an adverse action to deny, terminate, disqualify, or decrease benefits. Prudent worker judgment is necessary to determine if a disqualification for quit/reduction of hours should be imposed. Document on TEAMS (CANO) the exemptions or good cause.

NON-COMPLIANCE WITH REQUIREMENTS The following circumstances must be present and verified to allow a claim of good cause for failure to comply with work registrant requirements in FS 702-1.

ILLNESS/INJURY

1. A temporary severe illness or injury serious enough to prevent reporting or attending the appointment (medical evidence is required);
2. A physical or mental incapacity significantly impairs the individual's ability to understand and/or comply with program requirements (medical evidence required);

TRANSPORTATION

3. There is a temporary breakdown in transportation or child care arrangements;

WEATHER

4. Severe weather conditions as experienced in the community; or,

CIRCUMSTANCES BEYOND PARTICIPANT'S CONTROL

5. Any other circumstances which are beyond the control of the applicant/participant.

**VOLUNTARY QUIT/
REDUCTION IN
HOURS**

Voluntary quit is defined as resigning or being terminated from employment when continuing employment is within the participant/applicants control. This would include being fired for misconduct. It would not include being fired due to being physically incapable of performing the job.

The voluntary quit/reduction of hours rule does not apply when the individual meets one of the following:

EXEMPT FROM WORK REGISTRATION

1. Is exempt from work registration rules **at the time of the quit** -- unless the exemption is for working a minimum of 30 hours per week;

NOTE: Applying for unemployment or TANF cash assistance after the quit is not good cause unless the individual met another good cause exemption **at the time of quit**. However, if the individual is approved for unemployment or TANF cash assistance s/he has overcome the disqualification.

DISCRIMINATION

2. Quit because of discrimination by the employer on the basis of race, religious belief, national origin or political beliefs;

WORK CONDITIONS

3. Was subject to work demands or conditions which were unreasonable (such as working without being paid on schedule);

UNSUITABLE EMPLOYMENT

4. Was employed in a job which meets the definition of unsuitable employment (FS 704-1);

ELIGIBLE STUDENT

5. Was required to leave employment because of acceptance into an institution of higher education at least half-time (FS 201-5);

MOVING

6. Was required to move to another community because another household member accepted employment, education or training;

MOVE/COMMUTE

7. Makes a change in residence (a move) which results in more than two hours commuting time to and from the job;

RETIRES

8. Resignations by individuals under age 60 which are recognized by the employer as retirement;

EMPLOYMENT CHANGE

9. Quit a job to accept a bona fide employment offer of more than 30 hours a week which either did not materialize or resulted in fewer than 30 hours a week, or equivalent pay of 30 hours times the minimum wage;

PATTERN OF EMPLOYMENT

10. Leaves a job in connection with patterns of employment such as construction or migrant farm work;

REDUCTION/BEYOND PARTICIPANT'S CONTROL

11. Has reduced his/her hours of work while employed with the same employer due to something beyond the employee's control;

SELF-EMPLOYMENT TERMINATION

12. Terminated a self-employment enterprise for any reason; and,

RESIGNS/BEYOND PARTICIPANT'S CONTROL

13. Resigns at the demand of the employer or is fired, when the reason for the termination is **beyond the employee's control**.

Example #1:

The person has been warned by the employer to not yell at customers and continues the objectionable behavior after the warning. Even though the employer fires her, it can be considered a voluntary quit because the issue was within the employee's control. The same would be true if the employee was consistently showing up late for work.

Example #2:

A person is considered to have voluntarily quit if s/he leaves the job unannounced or does not return to work. However, good cause would need to be considered (e.g., it is not considered a voluntary quit if the person provides verification that the quit was due to a **severe** illness or other good cause reasons, even if s/he did not report this to the employer).

NOTE: If an individual quits a job, secures comparable employment, and then gets laid off or loses the job through no fault of his own, the earlier quit will not form the basis for a disqualification.

NOTE: An employee of the federal government, or state or local government who participates in a strike against such government, and is dismissed from his or her job because of participation in the strike, shall be considered to have voluntarily quit the job without good cause.

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